

This year the university's raise pool was 4%. For faculty, the college held back 5% of the raise pool to be applied toward individual equity cases. Independent of those individual cases, the matrix below shows the distribution of salary increase percentages based upon performance category and quartile. To read the matrix, find the intersection of your performance category (column) with your equity quartile (row). For example, a performance category of 4 and an equity quartile of 2 would result in a 4.70% raise.

COAL Faculty Compensation Matrix

Equity Quartiles	Performance Categories							
	5	4+	4	4-	3+	3	2	1
Q4 N=35	5.25% N=7	4.31% N=7	3.66% N=4	3.15% N=7	2.77% N=5	2.49% N=4	0.00% N=0	0.00% N=1
Q3 N=36	6.00% N=4	4.92% N=9	4.18% N=9	3.60% N=10	3.16% N=3	2.85% N=1	0.00% N=0	0.00% N=0
Q2 N=34	6.75% N=4	5.54% N=6	4.70% N=4	4.05% N=9	3.56% N=9	3.20% N=2	0.00% N=0	0.00% N=0
Q1 N=35	7.50% N=3	6.15% N=6	5.23% N=6	4.50% N=10	3.96% N=8	3.56% N=2	0.00% N=0	0.00% N=0

Performance Categories	Composite Scores
5	4.67-5
4+	4.34-4.66
4	4-4.33
4-	3.67-3.99
3+	3.33-3.66
3	3-3.32

Equity Quartile	Compa Ratios
Q1	.6852-.7843
Q2	.7820-.8372
Q3	.8391-.8953
Q4	.8975-1.2247